

**SES Performance Management System  
Executive Performance Agreement**



**Part 1. Consultation.** *I have reviewed this plan and have been consulted on its development.*

Executive's Name (Last, First, MI): Bloom, David A.

Appraisal Pd. 10/1/15 – 9/30/16

Executive's Signature:

Date: 12/23/2015

Title: Deputy Chief Financial Officer

Organization: OCFO

Rating Official's Name (Last, First, MI): MEIBURG, A. STANLEY

CA ☐ NC ☐ LT/LE ☐

Rating Official's Signature:

Date: 1/6/2016

**Part 2. Progress Review**

Executive's Signature:

Date:

Rating Official's Signature:

Date:

Reviewing Official's Signature (Optional):

Date:

**Part 3. Summary Rating**

(b) (6)

**Initial Summary Rating** Outstanding Commendable Effective Needs Improvement Unsatisfactory

Rating Official's Name (Last, First, MI):

Rating Official's Signature:

Date: 10/21/2016

Executive's Signature:

Date: 10/21/2016

Reviewing Official's Signature (Optional):

Date:

**Higher Level Review (if applicable)**

☐ I request a higher level review. Executive's Initials:

Date:

Higher Level Review Completed ☐

Date:

Higher Level Reviewer Signature:

(b) (6)

**Performance Review Board Recommendation**

PRB Chair Signature:

**Annual Summary Rating**

Appointing Authority Signature:

Date:

**Part 4. Derivation Formula and Calculation of Annual Summary Rating**

Critical Element	Element Rating		Weight	Score		Summary Level Ranges
	Initial	Final (if changed)		Initial	Final (if changed)	
1. Leading Change	(b) (6)		10	(b) (6)		475-500 = Level 5
2. Leading People			20			400-474 = Level 4
3. Business Acumen			10			300-399 = Level 3
4. Building Coalitions			10			200-299 = Level 2
5. Results Driven			50			Any CE rated Level 1 = Level 1
Total			100%			



**Part 5. Critical Elements**

**Performance Standards for Critical Elements** (The performance standard for each critical element is specified below; examples for the top three performance levels can be found in the system description)

- **Level 5:** The executive demonstrates exceptional performance, fostering a climate that sustains excellence and optimizes results in the executive's organization, agency, department or government-wide. This represents the highest level of executive performance, as evidenced by the extraordinary impact on the achievement of the organization's mission. The executive is an inspirational leader and is considered a role model by agency leadership, peers, and employees. The executive continually contributes materially to or spearheads agency efforts that address or accomplish important agency goals, consistently achieves expectations at the highest level of quality possible, and consistently handles challenges, exceeds targets, and completes assignments ahead of schedule at every step along the way.
- **Level 4:** The executive demonstrates a very high level of performance beyond that required for successful performance in the executive's position and scope of responsibilities. The executive is a proven, highly effective leader who builds trust and instills confidence in agency leadership, peers, and employees. The executive consistently exceeds established performance expectations, timelines, or targets, as applicable.
- **Level 3:** The executive demonstrates the high level of performance expected and the executive's actions and leadership contribute positively toward the achievement of strategic goals and meaningful results. The executive is an effective, solid, and dependable leader who delivers high-quality results based on measures of quality, quantity, efficiency, and/or effectiveness within agreed upon timelines. The executive meets and often exceeds challenging performance expectations established for the position.
- **Level 2:** The executive's contributions to the organization are acceptable in the short term but do not appreciably advance the organization towards achievement of its goals and objectives. While the executive generally meets established performance expectations, timelines and targets, there are occasional lapses that impair operations and/or cause concern from management. While showing basic ability to accomplish work through others, the executive may demonstrate limited ability to inspire subordinates to give their best efforts or to marshal those efforts effectively to address problems characteristic of the organization and its work.
- **Level 1:** In repeated instances, the executive demonstrates performance deficiencies that detract from mission goals and objectives. The executive generally is viewed as ineffectual by agency leadership, peers, or employees. The executive does not meet established performance expectations/timelines/targets and fails to produce – or produces unacceptable – work products, services, or outcomes.

**Element Rating Level Points**

**Level 5 = 5 points**  
**Level 4 = 4 points**  
**Level 3 = 3 points**  
**Level 2 = 2 points**  
**Level 1 = 0 points**



Critical Element 1. Leading Change	(Minimum weight 5%)	(b) (6)
Develops and implements an organizational vision that integrates key organizational and program goals, priorities, values, and other factors. Assesses and adjusts to changing situations, implementing innovative solutions to make organizational improvements, ranging from incremental improvements to major shifts in direction or approach, as appropriate. Balances change and continuity; continually strives to improve service and program performance; creates a work environment that encourages creative thinking, collaboration, and transparency; and maintains program focus, even under adversity.		
Agency-Specific Performance Requirements Advances EPA's cross-agency strategies to improve service and program performance, to include streamlining decision making to increase efficiency and reduce costs, and to achieve sustainable environmental, economic, and social outcomes.		

Rating Official Narrative: (b) (6)

Critical Element Rating – Leading Change

(b) (6)

## Critical Element 2. Leading People

(Minimum weight 5%)

(b) (6)

Designs and implements strategies that maximize employee potential, connects the organization horizontally and vertically, and fosters high ethical standards in meeting the organization's vision, mission, and goals. Provides an inclusive workplace that fosters the development of others to their full potential; allows for full participation by all employees; facilitates collaboration, cooperation, and teamwork, and supports constructive resolution of conflicts. Ensures employee performance plans are aligned with the organization's mission and goals, that employees receive constructive feedback, and that employees are realistically appraised against clearly defined and communicated performance standards. Holds employees accountable for appropriate levels of performance and conduct. Seeks and considers employee input. Recruits, retains, and develops the talent needed to achieve a high quality, diverse workforce that reflects the nation, with the skills needed to accomplish organizational performance objectives while supporting workforce diversity, workplace inclusion, and equal employment policies and programs.

## Agency-Specific Performance Requirements

Employee is personally engaged in the development and success of Agency Civil Rights, EEO, and Diversity and Inclusion programs and/or initiatives, including action items identified in the Agency's *Management Directive 715 Report*. Promotes respectful, cooperative, and productive relationships between all employees including diverse individuals and teams in support of EPA's mission. Ensures compliance with applicable equal employment opportunity laws, regulations, policies, and Executive Orders. Engages in proactive efforts to minimize workplace conflict and enhance management-employee communication, and promotes employee career development. When conflict arises, participates actively in EEO processes and resolution efforts, including alternative dispute resolution, EEO Counseling activities, and EEO investigations and hearings. Applies Merit Systems Principles as appropriate, promptly responds to allegations of discrimination and/or harassment, and initiates appropriate action to address such situations.

As applicable, supports efforts within organization to cultivate a highly-skilled workforce, providing employees with opportunities to learn and work collaboratively in a modern, inclusive, and flexible work environment, and supporting their use of advanced information technologies and tools that enhance communication, transparency, and cooperative problem solving across the Agency and with our partners. Employee uses employee feedback and other data to develop action plans or initiatives to improve employee engagement and inclusion.

Rating Official Narrative: (b) (6)

Critical Element Rating – Leading People

(b) (6)



Executive Name and ID: Bloom, David A.

Appraisal Period: 10/1/15 – 9/30/16

**Critical Element 3. Business Acumen**

(Minimum weight 5%)

(b) (6)

Assesses, analyzes, acquires, and administers human, financial, material, and information resources in a manner that instills public trust and accomplishes the organization's mission. Uses technology to enhance processes and decision making. Executes the operating budget; prepares budget requests with justifications; and manages resources.

**Agency-Specific Performance Requirements**

As applicable, effectively promotes and supports meeting the Agency's Small Business Program goals and commitments, including implementing strategies for increasing potential contracting opportunities for Small Businesses, Small Disadvantaged Businesses, 8(a) Businesses, Service-Disabled Veteran-Owned Small Business, Women Owned Small Businesses and HUBZone Businesses. As appropriate, effectively promotes and supports meeting the Agency's Minority Academic Institutions Program goals through increased opportunities to Historically Black Colleges and Universities, Tribal Colleges and Universities, Asian American Pacific Islander Serving Institutions, Alaska Native Serving Institutions, Native Hawaiian Serving Institutions, and Hispanic Serving Institutions identified by the Department of Education's Award Categories.

As applicable, modernizes business practices, including through E-Enterprise, and takes advantage of new tools and technologies. Improves the way we work as a high-performing Agency by ensuring we add value in every transaction with our workforce, our co-regulators, our partners, industry, and the people we serve. As applicable, promotes the use of strategic sourcing and business process improvements as a component of the Agency's High Performing Organization Cross-Agency Strategy.

As applicable, ensures compliance with all personnel security and National Security Information requirements. Safeguards and protects classified information in the manner prescribed by regulation, directive and agency guidelines. Report incidents, in compliance with the National Security Information manual, involving the improper handling, unauthorized or inadvertent disclosure of classified information and violations of the security regulations.

Rating Official Narrative:

(b) (6)

**Critical Element Rating – Business Acumen**

(b) (6)

**Critical Element 4. Building Coalitions**

(Minimum weight 5%)

(b) (6)

Solicits and considers feedback from internal and external stakeholders or customers. Coordinates with appropriate parties to maximize input from the widest range of appropriate stakeholders to facilitate an open exchange of opinion from diverse groups and strengthen internal and external support. Explains, advocates, and expresses facts and ideas in a convincing manner and negotiates with individuals and groups internally and externally, as appropriate. Develops a professional network with other organizations and identifies the internal and external politics that affect the work of the organization.

**Agency-Specific Performance Requirements**

As applicable, engages communities to improve health, livability, and economic vitality of neighborhoods, while advancing Agency goals for environmental justice and children's health. As applicable, strengthens relationships with states, tribes, local governments, and the global community to build new tools and strategies, establish joint priorities, manage resources effectively, and share information.

Rating Official Narrative: (Supervisor must provide comments)

(b) (6)

**Critical Element Rating – Building Coalitions**

(b) (6)



**Critical Element 5. Results Driven – Overflow page for up to 8 more performance requirements; Calibri 10 font required.****Performance Requirement 3:**

Enhance OCFO's systems through continued improvement of the agency's financial systems, including enhancing governance and stakeholder engagement to meet user needs and further refinement of business processes; setting priorities; ensuring Agency administrative systems are properly integrated with Compass; and advancing the integration of agency's payroll and HR IT functions with DOI's Interior Business Center.

**Strategic Alignment:**

Supports Administrator's seven themes and the outcomes of all five goals and four cross agency strategies within the *2014-2018 EPA Strategic Plan*.

**Performance Requirement 4:**

Work with agency senior leaders to implement EPA's FY 2014-2018 Strategic Plan, FY 2016 Cross Agency Strategy Action Plans, and FY 2016 Agency Priority Goals, meeting GPRMA and OMB A-11 requirements. Improve agency analysis of performance data, advancing progress under FY 2014-2018 Plan. Manage agency implementation of new two-year approach to National Program Manager guidances. Sharpen focus of senior leadership strategic reviews of goal and cross-agency strategy objectives while incorporating enterprise risk management principles and identifying and gauging which risks are directly aligned to achieving long-term performance and have the highest probability of impacting EPA's mission. Oversee the implementation of the FY2016 Action Plans for Embracing EPA as a High Performing Organization and a New Era of State, Local, and Tribal Partnerships through the joint State/EPA E-Enterprise Leadership Council, consistent with action plan timelines.

**Strategic Alignment:**

Supports Administrator's seven themes and the outcomes of all five goals and four cross agency strategies within the *2014-2018 EPA Strategic Plan*.

**Performance Requirement 5:**

Increase the efficiency of operations and the delivery of financial services to employees, vendors, contractors and grantees by maintaining the profitability of the cross servicing eRelocation WCF activity, enhancing the strong culture of customer service activities for services (payroll/ travel/other), working within and outside of agency to address concerns on the Concur application in FY 2016, and overseeing the implementation of solutions to payroll issues in FY 2016.

**Strategic Alignment:**

Supports Administrator's seven themes and the outcomes of all five goals and four cross agency strategies within the *2014-2018 EPA Strategic Plan*.

**Performance Requirement 6:**

Carry out proactive OCFO workforce planning, recruitment, and development strategies to strengthen organizational foundation and achieve OCFO Human Capital Plan/diversity goals. Achieve human capital objectives by: developing OCFO's organizational vision/goals/strategic direction to reflect organizational changes of the reorganization, including aligning performance agreements with organizational vision, goals and strategic direction and associated measures. Developing leadership capacity by mentoring/coaching OCFO leadership team; implementing succession/recruitment planning to ensure long-term workforce stability; employee engagement; and promoting professional development and empowerment across OCFO.

**Strategic Alignment:**

Supports Administrator's seven themes and the outcomes of all five goals and four cross agency strategies within the *2014-2018 EPA Strategic Plan*.

**Part 6: Summary Rating Narrative (Mandatory) Supervisor must provide comment for all ratings.**

(b) (6)

**Part 8: Agency Use**



**Critical Element 5. Results Driven – Overflow page for up to 8 more performance requirements; Calibri 10 font required.**

<p><b>Performance Requirement 3:</b></p> <p>Enhance OCFO's systems through continued improvement of the agency's financial systems, including enhancing governance and stakeholder engagement to meet user needs and further refinement of business processes; setting priorities; ensuring Agency administrative systems are properly integrated with Compass; and advancing the integration of agency's payroll and HR IT functions with DOI's Interior Business Center.</p>	<p><b>Strategic Alignment:</b></p> <p>Supports Administrator's seven themes and the outcomes of all five goals and four cross agency strategies within the <i>2014-2018 EPA Strategic Plan</i>.</p>
<p><b>Performance Requirement 4:</b></p> <p>Work with agency senior leaders to implement EPA's FY 2014-2018 Strategic Plan, FY 2016 Cross Agency Strategy Action Plans, and FY 2016 Agency Priority Goals, meeting GPRMA and OMB A-11 requirements. Improve agency analysis of performance data, advancing progress under FY 2014-2018 Plan. Manage agency implementation of new two-year approach to National Program Manager guidances. Sharpen focus of senior leadership strategic reviews of goal and cross-agency strategy objectives while incorporating enterprise risk management principles and identifying and gauging which risks are directly aligned to achieving long-term performance and have the highest probability of impacting EPA's mission. Oversee the implementation of the FY2016 Action Plans for Embracing EPA as a High Performing Organization and a New Era of State, Local, and Tribal Partnerships through the joint State/EPA E-Enterprise Leadership Council, consistent with action plan timelines.</p>	<p><b>Strategic Alignment:</b></p> <p>Supports Administrator's seven themes and the outcomes of all five goals and four cross agency strategies within the <i>2014-2018 EPA Strategic Plan</i>.</p>
<p><b>Performance Requirement 5:</b></p> <p>Increase the efficiency of operations and the delivery of financial services to employees, vendors, contractors and grantees by maintaining the profitability of the cross servicing eRelocation WCF activity, enhancing the strong culture of customer service activities for services (payroll/ travel/other), working within and outside of agency to address concerns on the Concur application in FY 2016, and overseeing the implementation of solutions to payroll issues in FY 2016.</p>	<p><b>Strategic Alignment:</b></p> <p>Supports Administrator's seven themes and the outcomes of all five goals and four cross agency strategies within the <i>2014-2018 EPA Strategic Plan</i>.</p>
<p><b>Performance Requirement 6:</b></p> <p>Carry out proactive OCFO workforce planning, recruitment, and development strategies to strengthen organizational foundation and achieve OCFO Human Capital Plan/diversity goals. Achieve human capital objectives by: developing OCFO's organizational vision/goals/strategic direction to reflect organizational changes of the reorganization, including aligning performance agreements with organizational vision, goals and strategic direction and associated measures. Developing leadership capacity by mentoring/coaching OCFO leadership team; implementing succession/recruitment planning to ensure long-term workforce stability; employee engagement; and promoting professional development and empowerment across OCFO.</p>	<p><b>Strategic Alignment:</b></p> <p>Supports Administrator's seven themes and the outcomes of all five goals and four cross agency strategies within the <i>2014-2018 EPA Strategic Plan</i>.</p>

**Part 6: Summary Rating Narrative (Mandatory) Supervisor must provide comment for all ratings.**

(b) (6)

**Part 8: Agency Use**



Executive Name and ID: David Bloom

Rating Period: FY 2016

**Part 7: Executive's Accomplishment Narrative** – Executive must provide narrative for all Critical Elements within the 2 pages provided. Calibri 10 font required.

(b) (6)





(b) (6)



(b) (6)





Section E

**Senior Executive Development Plan**

Employee Name (Last, First, MI)

**Bloom, David A.**

Performance Period

From: 1/01/16

To: 12/31/2017

Long Term  
Goal:

(b) (6)

Short Term  
Goal:

(b) (6)

**Career Goals & Development Objectives****Specific Development Activities**

Goals/Objectives

Activity

Time Frame

(b) (6)

16 - 2017

16 - 2017

16

17

16 - 2017

Discussion and/or  
approval of the  
Individual Development  
Plan.

Employee

Signature

Date

10/28/15

Supervisor

Signature

Date

1/6/2015

Approving Official

Signature

Date



Attachment: Rating Official Narrative for David Bloom

(b) (6)





David Bloom (cont'd)

(b) (6)

